

Selection Process

- I. All applicants are required to submit to and pass a multi-stage process to be eligible for employment with the Frisco Police Department. Each of the following test/examinations will be administered, graded, and evaluated using identical formats and criteria. Each interview will also be evaluated using identical formats and criteria. The eight-stage process is as follows: Written Test, Background Investigation, Oral Board, Chief's Interview (conditional job offer), Polygraph, Psychological Evaluation, Employment Physical Agility Test (WorkSTEPS), and a Medical Examination.
- II. Applicants must score 70% or above on the written test. Please note the City of Frisco is not civil service. Military service will not add points to your test score.
- III. Applicants will have a thorough background investigation conducted before being appointed to probationary status.
- IV. The background investigation will include verification of the applicant's qualifying credentials, a complete check of the applicant's criminal history, verification of at least five personal references, and other standard checks as determined by the Chief of Police.
 - A. A background investigation may be assigned to any sworn officer within the Department who has received appropriate training in background investigation and information collection. During the background process, please be aware that sensitive or confidential aspects of your personal life may be explored.
- V. Each applicant will submit to an oral board conducted by a panel as assigned by the Chief of Police.
- VI. The Department requires each candidate to pass a medical, polygraph, employment physical fitness test and psychological examination to determine their suitability for employment.
 - A. All candidates for employment, prior to appointment, shall pass a medical examination and a drug screenings given at a licensed medical facility.
 - B. All candidates prior to appointment must pass a psychological examination given by a licensed psychologist.
 - C. All polygraph examinations will be conducted and evaluated by persons trained in these procedures. All candidates shall be provided a list of areas from which the polygraph questions will be drawn prior to such examination. Notification may be verbal or in writing.

No applicant will be disqualified from the recruit process solely on the results of a polygraph examination or other instruments for the detection of deception.

- VII. Each applicant will submit to and must pass an Employment Physical Agility Examination conducted by a certified WorkSTEPS Provider.
- VIII. Careful selection of personnel for a law enforcement agency is critical. Therefore, please be advised that our selection processes may require between

one (1) and twelve (12) months to complete. A list of potential candidates from this test will be maintained for one (1) year from the date of the test.

IX. The reapplication process is as follows:

- a. If the applicant fails the test, he/she can retake the test in six months.
- b. If the applicant chooses to withdraw, he/she can reapply in six months.
- c. If the Department rejects the applicant, he/she must wait 2 years to reapply.